

# EXHIBIT 2



Buffalo Local Office  
300 Pearl St, Suite 450  
Buffalo, NY 14202  
(716) 431-5007  
Website: [www.eeoc.gov](http://www.eeoc.gov)

## **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 09/14/2023

To: Ms. Nicole Smith  
53 Waterview Pkwy  
HAMBURG, NY 14075

Charge No: 525-2022-01218

EEOC Representative and email: STEPHANIE LITTLEHALE  
Investigator  
[stephanie.littlehale@eeoc.gov](mailto:stephanie.littlehale@eeoc.gov)

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### **DETERMINATION OF CHARGE**

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

**Maureen C. Kielt** Digitally signed by Maureen C. Kielt  
Date: 2023.09.14 16:07:18 -04'00'

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Maureen C. Kielt  
Director, Buffalo Local Office